Massachusetts Climate Action Network

Diversity, Equity, and Inclusion Statement



Massachusetts Climate Action Network (MCAN) is a statewide network of city and town-based organizations. We work to make Massachusetts communities the best at addressing climate change.

We Work To

- > Have a positive impact at the local level through work with city and town chapters.
- Maintain, coordinate, and enhance a statewide network of individuals and groups.
- Advocate at the state level for policies and practices in partnership with local cities and towns.
- > Develop cutting edge and future-oriented policies and practices that address climate change.

We Work Toward

a Commonwealth and a world where all people have access to life, liberty, and the pursuit of happiness; we reclaim these historic words to be viewed through a climate change and equity lens. We have a vision of just and sustainable cities and towns in a network of wilderness, with space for all living beings.

We Acknowledge

that climate change is the result of unequal and unjust systems. These systems have long empowered people with racial, social, and economic privilege and denied marginalized people access to a clean, healthy, and sustainable way of life. Marginalized people are underrepresented based on any of the following: race, ethnicity, socioeconomic status, gender, sexual orientation, ability, citizenship, and religion. We acknowledge that marginalized people are most impacted by climate change and therefore should be the most represented. It is not solely the job of environmental justice groups and communities to dismantle these systems of oppression. It is all of our responsibility.

We sincerely commit to and hold ourselves, and the city and town-based organizations we work with, accountable to

- Working with and standing in solidarity with the communities that are most impacted by climate change and the organizations that support those communities.
- Helping our network chapters connect to and include parts of their community and other communities that have been left out of the process of finding climate solutions or considered in climate planning.
- Educating our board, staff, and community leaders on how local climate solutions can make our cities and towns more just, inclusive, and equitable.
- Supporting state, regional, and local-level programs and policies that: ensure a just transition for workers, uplift a green economy for all people, and prioritize people and their ability to participate in climate solutions.
- Supporting participation in local democratic processes so that all voices are heard when decisions are being made.